UNDP

UNITED NATIONS DEVELOPMENT PROGRAMME

INDIANA UNIVERSITY LIBRARY
GOVERNMENT PUBLICATIONS DEPT.

Distributed on request

DP/PROJECTS/2647
(ZAM/77/008)
11 January 1980

ENGLISH ONLY

APPROVAL OF UNDP ASSISTANCE TO A PROJECT OF THE GOVERNMENT OF ZAMBIA

Management Development and Advisory Services
(ZAM/77/008)

Date of present approval:	March 1978
Starting date of project activities:	March 1978
Planned completion date:	December 1981
To be executed by:	International Labour Organisation (ILO)
Government implementing agency:	Office of the Prime Minister
Estimated cost of assistance planned under present approval:	$1 159 100
Source of UNDP financing:	Indicative Planning Figure (IPF)

I. Background

1. The efficiency of the Zambian parastatal sector is of decisive importance for national prosperity and socio-economic progress. At present, most of the parastatal bodies are inefficient and the improvement of their performance is essential for attaining the economic and social objectives laid down in Government's economic policies. The accelerated implementation of the Zambianization policy should also contribute to increased employment of Zambians and improvement of their living standards. A major factor limiting the expansion of employment opportunities, however, has been the acute shortage of Zambian manpower with the requisite qualifications, which has necessitated the continued recruitment of expatriates. The critical shortage of qualified and experienced Zambian managers and technical personnel has been found at all levels in the parastatals and private companies as well as in Government ministries. Furthermore, existing training facilities have proven inadequate for producing the numbers of trained managers required by the nation.

2. In 1969, the Government accordingly requested UNDP for assistance in the establish- of a Management Development Advisory Service Centre. This request was precipitated by the urgent need for trained managers in view of the rapid development of the country's

/...

industrial and commercial enterprises. The project (ZAM/70/502) started in 1971 and ended in 1974. Its expert component included the chief technical advisor and three experts. A follow-up project (ZAM/74/008)[1/] was approved in December 1974 for a period of three years (1975-1977) and its expert component included the chief technical adviser and five experts in different fields of management training. The total UNDP contribution in this area of assistance has so far amounted to $1 320 900. The present project (ZAM/77/008)has now been approved to complete the work begun earlier.

II. Objectives and activities

3. The immediate objectives are to: (a) establish the Management Development Advisory Services (MDAS) as a high-level management consultancy and training unit with policy development and co-ordination responsibilities, fully staffed by Zambians; (b) assist parastatals through the provision of consultancy services to improve their management systems and performance; (c) help to build within parastatal organizations an internal capability and system for developing and training their managers and supervisors; (d) assist in strengthening and expanding the management training capacity of educational and training institutions; and (e) help to develop the management abilities of small-scale entrepreneurs and businessmen. To this end, the national and international staff working together will: (a) build MDAS to become a permanent management consultancy institution; (b) provide management consultancy services to parastatals to improve their performance; (c) develop in-service management training and development capability; (d) assist in strengthening and expanding institutional training capacity and output; and (e) develop management abilities of small businessmen to create viable enterprises and generate employment.

III. Inputs

4. UNDP will provide, through the Executing Agency, for the services of a chief technical adviser and experts in the respective areas of management training, financial management, personnel management/organization development, production management, marketing and sales management, and equipment. The Government will provide qualified professional and supporting staff, office space, supplies and equipment directly to the project.

IV. Financial data

5. The expenditure components of the planned assistance are as follows:

	$
Personnel	1 142 000
Equipment	8 000
Miscellaneous	9 100
	1 159 100

6. The estimated total value, expressed in US dollars, of inputs provided directly by the Government to the project is $1 026 500 in kind.

1/ DP/PROJECTS/511.

- - - - -